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5 November 1951

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CAREER SERVICE COMMITTEE

Working Group on CAREER BENEFITS

Minutes of 3rd Meeting, 1 November 1951, 3:30 P.M.

Present:

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1. The minutes of the second meeting were approved, subject to the following understanding concerning Item I, A, of the Agenda for the Working Group on Career Benefits. This item states that hazardous duty benefits should include an increase in base salary for service involving unusual hardship and hazard. It was the consensus of the membership that the intention here was to provide for an increase in base compensation; but, if that plan is followed, it should not be based on an increase in equivalent Civil Service grade.

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2. Mr. ██████████ presented to each member of the Committee a communication from the Career Service Committee in the form of an excerpt from the minutes of the fifth meeting of that Committee, 30 October 1951, which considered the proposed Agendas of the Working Groups. It was the consensus of the Committee that Item 2 of this excerpt from the Career Service Committee's minutes more properly represented the point of view of the Working Group on Career Benefits when changed to read as follows:

2. The Group would consider primarily the tangible aspects of career benefits, although certain intangible aspects will have to be considered.

Other items on the Career Benefits Working Group Agenda were approved.

3. For purposes of discussion, it was agreed by all members to accept the Military Services system of compensation for hazardous duty as a basis around which discussion of CIA problems in this field could be studied. In general, it appears that the Military Services Hazardous Duty pay structure can be made applicable to the CIA problem once a modification has been worked out which will provide for hazardous - as

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well as extra-hazardous - duty categories of compensation. Study of the attached notes, covering the discussion of this aspect of hazardous duty compensation for Agency personnel clearly indicates the need for modification of the Military Services system to meet the needs of this Agency.

4. The next meeting will be held on Thursday, 8 November 1951 at 3:30 P.M.

5. The meeting was adjourned at 1700.

[REDACTED]

Secretary

Attachment
Dist:

[REDACTED]

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